

Health Workforce Diversity Network



Washington State Board of Health
December 15, 2004

Background

- In May 2001 the Washington State Board of Health adopted its *Final Report on Health Disparities*.
- The report documents health disparities in Washington State and demonstrates that people of color are underrepresented in the state's healthcare workforce and underserved by the healthcare system.
- The report makes some recommendations re: how to build a more diverse health workforce.
- The Health Workforce Diversity Network was formed to follow up on some of the Board's recommendations.

Background (continued)

- The Health Workforce Diversity Network (HWDN) is a broad-based public/private group consisting of representatives from associations of health professionals, hospitals, community clinics, higher education, agencies, and public health officials.
- The Network chairs are Judith Huntington, Executive Director of the Washington State Nurses Association and Dr. Charles Weatherby, pediatrician and representative from Washington State Medical Association.

Goals

HWDN's four main goals:

1. Coordinate efforts to improve health workforce diversity
2. Enumerate the composition of the health workforce
3. Review, refine, and promote the use of health career development programs.
4. Pursue public and private funds to expand existing diversity efforts.

Health Careers Pathway Survey

- In response to goal #3 - Review, refine, and promote the use of health career development programs the Health Careers Pathways Committee was formed.
- The committee determined a survey was necessary to form a more complete picture of what health careers development activities were going on around the state.
- The term activity refers to any activity or program that is focused on recruiting, developing, and/or preparing people for the health workforce.

Health Careers Pathways Survey (continued)

- The data elements the Network is particularly interested in include:
- Populations targeted and populations served
- Geographic regions the programs serve
- Activities
- Stage in the education pipeline the program or activity addresses
- Program/activity needs

Survey Goals

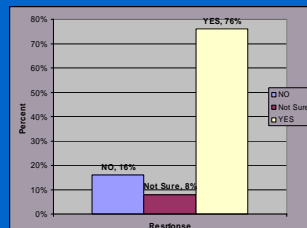
- Identify successful programs or program models at all stages of education (early education, middle and high school, and higher education).
- Promote these programs
- Identify gaps in the health careers pathways by geographic region.
- Facilitate communication between programs and improve articulation between programs.

Preliminary Survey Results

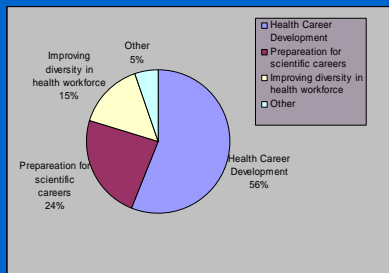
- 104 Survey Responses
- Respondents included: schools, school districts, community/technical colleges, 4-year schools, hospitals, clinics, nursing homes, rehabilitation centers, Area Health Education Centers (AHECs), and Workforce Development Councils (WDCs).
- Length of programs ranged from a week to more than 2 years.
- The different programs capacities ranged from less than 10 people to over 250 people.

Program Goals

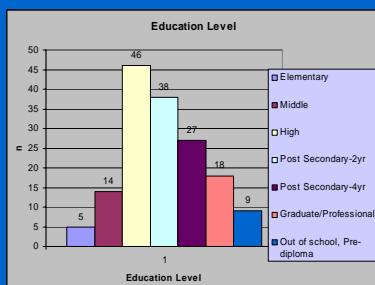
- Q: Does your organization have any programs that recruit, promote, or prepare people for health careers?



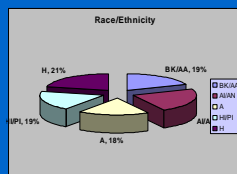
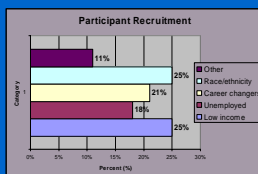
Primary Goal of Programs



Programs' Target Populations



Programs' Participant Recruitment



Activities

- The top three program activities*:
 - Instruction (63%)
 - Health career awareness (56%)
 - Health career exploration (51%)
- Least common program activities*:
 - Financial assistance (32%)
 - Personal counseling (24%)
 - Help transitioning between programs (22%)

* Represents percentages of affirmative responses for each category out of the total number of program responses.

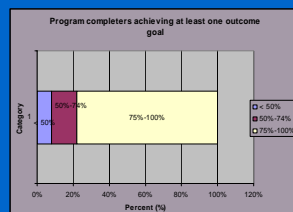
Desired Program Outcomes

Top three program outcomes:

- Improved academics or basic skills (56%)
 - Health career awareness (54%)
 - Ready to obtain additional education (53%)
- | | |
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| • Health career awareness | • Ready to obtain additional training |
| • Improved academics or basic skills | • Receive a degree |
| • Pass a test | • Receive employment |
| • Be registered, certified, or licensed | • Other |
| | • Ready to obtain additional education |

Outcomes

- 62% (n=63) of the programs (that responded) track how many people complete the program AND achieve at least one of the desired program outcomes.



Programs' Funding Sources

Top three funding sources:

- State funding (20%)
- Federal grants (15%)
- State & federal education funding (13%)

Least common funding sources:

- Participant fees or dues (3%)
- Local grants (3%)
- Corporate/business foundation (5%)
- Private foundation (5%)

* Represents percentages of affirmative responses for each category out of the total number of program responses.

Programs' Needs

- The top three program needs or wishes:
 - Additional funding
 - Stable source(s) of funding
 - Support from peers, parents or community members

Survey Participant's Recommendations

- Respondent X:
 - "Get involved with ethnic organizations. Involve diverse work groups in policy and planning.
 - Fund optional programs
 - Provide support i.e. tracking and evaluation services."
- Respondent XX:
 - "Need resources on-line which provide examples of careers and skills needed for careers. Perhaps interviews with people."
- Some recurring themes:
 - Create partnerships with junior highs, high schools to educate counselors about college level requirements...
 - Clinical internship opportunities need to be expanded
 - Need more post secondary education facilities and scholarship opportunities for students.

Next Steps

- Survey will be analyzed and distributed to all the survey participants
- Geographic location of programs will be used to identify gaps in the health careers pathways by regions of the state.
- Survey results will be used to compile some best practices and promote health career pathways programs.
- Information re: what programs are in your area and how to get in contact with a program of interest will be part of an interactive website.
